

Announcement for 1 (ONE) RESEARCH GRANT (BI)

Reference: 2026_083_BI_REMORA

A competition is open for the attribution of one employment contract for a RESEARCH GRANT (BI) as part of the project REMORA Swarm Robotics for Aquatic Resource Enhancement and Observation, with reference COMPETE2030-FEDER-01429400, financed by the UE and Portugal 2030 through the program COMPETE under the following terms and conditions:

1. Scientific Area

Marine biology, biological sciences, aquatic sciences, aquaculture, animal welfare/physiology, or related field.

2. Admission Requirements

- Any national, foreign and stateless candidates with a bachelor's degree in the area of Aquatic Sciences with a final average equal or greater than 14 points (out of 20):

- Experience in monitoring fish growth, health, and welfare in aquaculture systems, as well as conducting biological sampling and trial monitoring;
- Experience in laboratory techniques including biochemical and enzymatic assays (metabolites, oxidative stress markers, protein quantification) and molecular biology methods (RNA extraction, cDNA synthesis);
- Certified qualification for experimental animal science (e.g., FELASA / CAL-AQUA accreditation for working with laboratory animals), or official demonstrating active enrollment in a qualifying certification program.
- Driver's license and availability for traveling in Portugal

3. Admission Preferential Criteria

- Experience in assessing fish welfare and physiological/metabolic stress responses in aquatic organisms;

- Hands-on experience in biological sample collection (blood, liver, head kidney, mucus, viscera) and chemical/proximate composition analysis of fish and diets;
- Proficiency in statistical data analysis (e.g., ANOVA, GLM, GAM) using IBM SPSS Statistics and RStudio.

4. Work Plan

The REMORA project – Swarm Robotics for Aquatic Resource Enhancement and Observation – aims to transform the monitoring and management of aquatic ecosystems through a cyber-physical architecture that integrates swarm robotics, digital twins (DTs), and human-swarm interaction into a single operational cycle. This innovative solution will be demonstrated in two aquatic systems: a marina and a fish farm. The selected candidate will support the biological and environmental assessment in an aquaculture farm (RIAMARIS, in Ílhavo, Portugal) in a pilot scenario. Responsibilities will include monitoring fish health and welfare parameters, conduct biological sampling, and performing biochemical/physiological analyses of stress and metabolic responses. Additionally, the selected candidate will assist the consortium's Digital Twin developers with the integration of biological components, validate multi-sensory environmental and biological data, and collaborate with the multidisciplinary team to evaluate the impact of robotic monitoring on aquatic ecosystem health and aquaculture management.

5. Legislation and official rules

The competition is governed by the Research Fellow Statute (Estatuto do Bolseiro de Investigação Científica), approved by Law no. 40/2004, of August 18, in its current wording, and by the Regulation for Research Grants of the Fundação para a Ciência e a Tecnologia, I.P. (FCT, I.P. Regulation no. 950/2019, as amended). Pursuant to Article 6 of the FCT Regulation, this Research Grant (BI) is dedicated to R&D activities carried out by candidates who demonstrate enrollment in either a Master's degree program or a non-academic degree course integrated into the educational project of a Higher Education Institution in cooperation with R&D units. For Bachelor's degree holders enrolled in non-degree courses, the grant is subject to a maximum cumulative duration of two years, consecutive or interpolated.

6. Work place

The selected candidate will be integrated into the LANUCE research group and work at CIIMAR - Interdisciplinary Centre of Marine and Environmental Research, at Terminal de Cruzeiros do Porto de

Leixões, Avenida Norton de Matos, s/n, 4450-208 Matosinhos, Portugal. The selected candidate will have to make periodic visits to the aquaculture site during the period of the contract for monitoring the aquaculture system and obtaining biological samples.

7. Duration of the contract

Duration of (12) months, under the regime of exclusive dedication, eventually renewable up to the end of the project.

8. Monthly stipend:

The monthly maintenance allowance is 1090,98 € in agreement with the monthly maintenance stipend table of the grants directly attributed by FCT, I.P. within the country (<https://www.fct.pt/wp-content/uploads/2026/03/Tabela-de-Valores-SMM-2026.pdf>), by bank transfer payment.

9. Selection methods

The most important criterion is adequate experience. Candidates will be evaluated and ranked based on their CV and motivation, using the following criteria:

- A - Assessment of mandatory and preferential requirements for admission and experience in the desired area;
- B - Evaluation of the candidate's motivation to carry out the workplan based on the motivation letter.

Evaluation Formula: $\text{Evaluation} = 0.80 \times A + 0.20 \times B$

If considered necessary, an interview will be carried out with the best-scoring 2-3 candidates, which will have a maximum weight of 30% in the final evaluation:

$0.70 \times \text{CV and Motivation (A+B)} + 0.30 \times \text{Interview}$

10. Composition of the jury

President of the jury: Dr. Rodrigo Ozorio (CIIMAR)

Vogal: Dr. Ana Bio (CIIMAR)

Vogal: Dr. Isabel Iglesias (CIIMAR)

11. Form of advertising/notification of the results

The results of the first step of the evaluation (pre-selection) will be sent to the candidates by e-mail. The candidates have a 10-working day term in which to contest the decision, if they so wish, as provided for in the Administrative Procedure Code, in a preliminary hearing setting. After the eventual collection of reference letters and interviews, the final results will be communicated by e-mail to the candidates. The jury reserves the right not to assign the work contract if none of the candidates meet all the requirements and match the desired profile.

12. Deadline for application and how to apply

Candidates interested in this position should send their application from 22/9 until 6/10/2026 to rh@ciimar.up.pt. Applications cannot exceed 20 MB and the subject of the e-mail must contain the competition **2026_083_BI_REMORA**.

The applications must be formalized by sending the following documents:

1. Motivation letter (include: application reference, contact e-mail address and phone number);
2. Detailed Curriculum vitae;
3. Copy of the eligibility certificates;
4. Any other documents considered relevant.

13. Non-discrimination and equal access policy

CIIMAR actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

Pursuant to Decree-Law no. 29/2001 of 3 February, disabled candidates shall be preferred in a situation of equal classification, and said preference supersedes any legal preferences. Candidates must declare, on their honour, their respective disability degree, type of disability and communication/expression means to be used during selection period on their application form, under the regulations above.

The selection process creates no obligation and may conclude without any candidates being selected if none are suitable for the position.